

Open Enrollment Period for Flexible Spending Account (FSA) Enrollment Only December 1 – December 12, 2014

A Flexible Spending Account (FSA) allows you to use pre-tax dollars to pay for specific out-of-pocket health expenses. This can reduce your costs by 30% or more depending on your tax bracket!

- The Health Care FSA Account allows you to use payroll deductions to set aside up to \$2,500 each year on a pre-tax basis for family health care expenses (minimum contribution is \$5 per pay period.) For those who enroll during this mini open enrollment in December, the maximum amount will be \$1,250. You will be able to make a new election in May for the fiscal year beginning in July 2015.
- **Health care FSA participants are issued a special prepaid debit card to pay for eligible expenses at the point of service for covered medical expenses such as the new January 1, 2015 deductible expense.** Other covered expenses include medical and pharmacy co-pays, dental expenses not covered by dental insurance, and/or vision expenses such as glasses and contact lenses.

Additional information including a detailed list of covered expenses and the enrollment forms are available from your agency Human Resources Office and online at the Office of Employee Benefits website: www.employeebenefits.ri.gov.

Exciting Change in the FSA “Use-It-or-Lose-It” Rule!

The Flexible Spending Account (FSA) rules have changed. The State of Rhode Island FSA plan now allows participants to carry over up to \$500 of unused Health Care FSA dollars to the following plan year for expenses.

So for those of you who may have been hesitant to participate in FSA plans because of the “use-it-or-lose-it rule” now may be the time to reconsider your options!